



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON-DETROIT ARSENAL
6501 E. ELEVEN MILE ROAD
WARREN MI 48397-5000

IMNE-MIG-EEO

FEB 13 2009

MEMORANDUM FOR U. S. Army Garrison-Detroit Arsenal (USAG-DTA) Associates

SUBJECT: Policy Memorandum #07, Prevention of Sexual Harassment (POSH)

1. REFERENCE.

- a. Title VII of the Civil Rights Act of 1964, as amended
- b. 29 C.F.R. Part 1604.11
- c. AR 690-12, Equal Employment Opportunity (EEO) and Affirmative Action, 4 Mar 88
- d. AR 600-20, Army Command Policy, 13 May 02
- e. AR 690-600, EEO Discrimination Complaints, 9 Feb 04

2. PURPOSE. Provide EEO guidance to all Garrison personnel assigned to Detroit Arsenal.

3. APPLICABILITY. This policy is applicable to all civilian personnel assigned to and/or under the operational control of the USAG-DTA.

4. POLICY. Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Sexual harassment will not be tolerated (Zero Tolerance). Leaders within the Garrison will ensure an environment that is free of sexual harassment.

a. No employee will be retaliated against for filing a complaint or reporting harassment.

b. Sexual harassment is a form of gender discrimination that involves any unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. Any person in a leadership or supervisory position who uses or condones implicit sexual behavior to control, influence, or affect the career, pay, or job of any person assigned to the Garrison is engaging in an unlawful act. Any person who makes deliberate or unwelcome verbal comments, gestures or physical contact of a sexual nature is engaging in sexual harassment.

c. Sexual harassment violates the law, standards of integrity, is detrimental to productivity, diminishes self-esteem and adversely affects morale. Everyone in the Garrison has a responsibility to ensure that our work environment is free from discrimination.

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d. Unwelcome sexual advances, requests for sexual favors, lewd remarks or inappropriate conduct of a sexual nature constitutes sexual harassment when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.

(2) Such conduct has the effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

e. Any member of the Garrison who thinks he/she is experiencing sexual harassment will report the incident immediately to the Garrison EEO office. Directors will protect complainants from acts or threats of reprisal. The Garrison will treat all allegations of sexual harassment with the seriousness it deserves.

f. I am confident that you will support my commitment to equal opportunity and to the prevention of sexual harassment and discrimination as we continue to maintain the high level of professional behavior and courtesy. I expect all supervisors, managers and senior level officials to set high standards and demonstrate by personal example, the upmost degree of professionalism.

g. The foundation of any equal opportunity program is treating others like you would want to be treated - the Golden Rule!

5. PROCEDURES. A copy of this policy statement will be posted in Directorate's areas of responsibility, on all official bulletin boards, websites, and made available upon request.

6. PROPONENT. The Equal Employment Opportunity (EEO) Office is the proponent for this USAG-DTA policy. POC is the EEO Office, IMNE-MIG-EEO, at commercial (586) 574-8354, or DSN 786-8354.


BRENDA LEE MCCULLOUGH
Garrison Manager